

New Jersey Public Employment Relations Commission  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1	Public Employer:	<u>Borough of Demarest</u>	County:	<u>Bergen</u>
2	Employee Organization:	<u>PBA Local 350 (Demarest)</u>	Number of Employees in Unit:	<u>13</u>
3	Base Year Contract Term:	<u>January 1, 2013 - December 31, 2016</u>		
4	New Contract Term:	<u>January 1, 2017 - December 31, 2020</u>		

**SECTION II: Type of Contract Settlement (please check only one)**

5	<input checked="checked" type="checkbox"/>	Contract settled without neutral assistance		
6	<input type="checkbox"/>	Contract settled with assistance of mediator		
7	<input type="checkbox"/>	Contract settled with assistance of fact-finder		
8	<input type="checkbox"/>	Contract settled in Interest Arbitration		
9	If contract was settled in Interest Arbitration, did the Arbitrator issue an Award?			
	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10	Salary Costs in base year	\$ <u>1,383,070</u>
11	Longevity Costs in base year	\$ <u>53,191</u>
12	Other base year salary costs	
	<u>Education Incentive</u>	\$ <u>14,000</u>
	<u></u>	\$ <u></u>
	<u></u>	\$ <u></u>
	<u></u>	\$ <u></u>
	Sum of "Other" Costs Listed in Line 12.	\$ <u>14,000</u>
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$ <u>1,450,261</u>

Employer: Borough of DemarestEmployee Organization: PBA Local 350 (Demarest)

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**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**14 Total Base Salary Cost from Line 13: \$1,450,261

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>01/01/2017</u>	<u>01/01/2018</u>	<u>01/01/2019</u>	<u>01/01/2020</u>	<u></u>	<u></u>
16 Cost of Salary Increments (\$)	<u>37,157</u>	<u>-1,175</u>	<u>725</u>	<u>731</u>	<u></u>	<u></u>
17 Salary Increase Above Increments (\$)	<u>27,661</u>	<u>66,115</u>	<u>66,239</u>	<u>65,734</u>	<u></u>	<u></u>
18 Longevity Increase (\$)	<u>6,981</u>	<u>4,701</u>	<u>4,865</u>	<u>7,082</u>	<u></u>	<u></u>
19 Total Increased Cost for "Other" Items (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u></u>	<u></u>
20 Total Increase (\$) (sum of lines 16-19)	<u>71,799</u>	<u>69,641</u>	<u>71,829</u>	<u>73,547</u>	<u></u>	<u></u>

**SECTION V: Average Increase Over Term of New CNA**

21 Dollar Increase Over Life of Contract \$286,816 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 19.78 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 4.95 % [Divide percentage on Line 22 by number of years of the contract]

Employer: Borough of DemarestEmployee Organization: PBA Local 350 (Demarest)

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**SECTION VI: Other Economic Items Outside Base Salary and Increases**

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Unused Sick Days	78,091	9,720	4,018	4,144	4,391		
	Uniform Allowance	6,500	0	0	0	0		
25	Totals (\$):	84,591	9,720	4,018	4,144	4,391		

**SECTION VII: Medical Costs****Insurance Costs**

	Base Year	Year 1
26 Health Plan Cost	\$ 212,604	\$ 212,391
27 Prescription Plan Cost	\$ 53,150	\$ 53,097
28 Dental Plan Cost	\$ 20,703	\$ 20,496
29 Vision Plan Cost	\$ 0	\$
30 Total Cost of Insurance	\$ 286,457	\$ 285,984

Employer: Borough of Demarest

Employee Organization: PBA Local 350 (Demarest)

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**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	\$ <u>86,484</u>	\$ <u>88,651</u>
32	Contributions as % of Total Insurance Cost	<u>30.19</u> %	<u>31.00</u> %


33 Identify any insurance changes that were included in this CNA.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Philip Moore

Position/Title: CFO/Tax Collector

Signature: 

Date: October 25, 2017

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016

Borough of Demarest + PBA Local 350  
(Demarest)

**Certification**

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2017 thru 12/31/2020.

Employer: Borough of Demarest

County: Bergen ☐

Date: 10/25/2017

Name: Philip Moore  
Print Name

Title: CFO/Tax Collector  
Philip Moore  
Signature